



Introductory Issue

The purpose of this newsletter is to inform and update State agencies on relevant labor relations issues and employment law on a monthly basis, and to focus on topics or questions agencies would like more information about.

Issues/Items effective July 1, 2007:

- **Grievance Resolution Improvement Process (GRIP)** will include all agencies with AFSCME-covered employees, except Board of Regents and Community Based Corrections, for grievances related to discipline/discharge. Informational meetings for the agencies were held on May 31 and June 6. Anyone interested in participating as a member of the GRIP panel should contact Nancy Berggren by email at Nancy.Berggren@iowa.gov. The Iowa Department of Administrative Services (DAS) intends to provide training on the GRIP process.
- **Senate File 457 (Peace Officer, Public Safety & Emergency Personnel Bill of Rights)** is effective July 1, 2007, and provides certain protections to Peace and Public Safety Officers, including Correctional Officers and Parole and Probation Officers, who are the subject of employer investigations initiated as a result of a complaint. The statute provides officers with certain protections during the course of an investigation, including the right to refuse a polygraph exam, obtain a copy of the initiating complaint, right to representation, recording of interviews during the investigative process, and is intended to expedite inquiries addressed by the statute. Agencies directly affected are working with DAS to develop process guidelines.
- New **collective bargaining agreements** for AFSCME, IUP, and SPOC go into effect on July 1. Contract books have been printed and are currently being distributed.

Upcoming issues of this newsletter will include items about:

- ❖ Grievances
- ❖ GRIP
- ❖ Arbitrations
- ❖ Investigations
- ❖ FMLA
- ❖ ADA

For questions, or to provide suggestions for items/topics to be included in upcoming issues, please contact:

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GRIP Tip:

When is the best time to object to new material being presented at GRIP that was not presented at the Second Step Grievance Meeting?

The presenter should **raise the objection immediately** so the Panel does not hear the new information. All materials presented at GRIP by either Management or the Union should have already been presented at the Second Step grievance meeting. However, if new material is discovered later, it can be presented at GRIP only if it is provided to the other party 7 days prior to the GRIP meeting, or within 48 hours, if mutually agreed to by the parties. If the party not submitting the documentation can make a justified argument that the party submitting the information had knowledge of the evidence or statements prior to the 7-day rule, such late evidence or statements will not be allowed.